

**MEMORANDUM OF UNDERSTANDING #2018-05**  
**Ohio Council 8, AFSCME Local 2191**  
**And the City of Columbus Board of Health**

Pursuant to Section 4.3 Job Classifications, Article 26, Wage and Compensation Plan, and Section 32.2 Changes in Mandatory Subjects Not Specifically Established by Contract of the Collective Bargaining Agreement between the Columbus Board of Health and AFSCME Local 2191, Ohio Council 8, the parties hereby agree that this Memorandum of Understanding shall establish hiring rates of pay under Article 26 appropriate for Alcohol and Drug Abuse Prevention Coordinator (1561) based on their professional certifications or licenses in relations to their job classification. Placement at hiring of Alcohol and Drug Abuse Prevention Coordinator will be made within the assigned Steps for their classification according to the following agreed upon provisions:

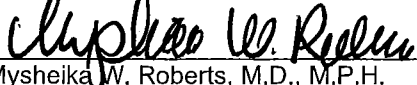
1. Employees will be required to obtain or maintain minimum qualifications to perform the functions of their position as required.
2. Pay Grade for the Alcohol and Drug Abuse Prevention Coordinator classification is Grade 72, as listed in the AFSCME, Local 2191 bargaining unit contract. Appendix A of the Contract is amended to reflect this assignment of the pay grade as illustrated in Attachment A, attached hereto.
3. As Prevention Coordinators acquire new levels of certifications or licenses required under Ohio law to provide prevention services and present these new credentials to their supervisors, they will receive pay rate increases of one step unless the employee has reached the final step in Pay Grade 72. These pay increases will be made effective the first day of the pay period that follows presentation of the new credentials to the supervisor.
4. Effective April 22, 2018 except as otherwise noted, the incumbent employees in the Prevention Coordinator classification hired before March 22, 2018:
  - a. Will be paid in Pay Grade 72, Steps C-F, at hourly pay rates ranging \$23.10 - \$24.92, based on License/Credentials/Years of service;
  - b. Will receive pay rate adjustments as mentioned above as they obtain new certifications and/or licenses required to provide prevention services;
  - c. Will have the terms governing OPERS employee contributions within the AFSCME Local 2191 Contract be effective April 22, 2018;
  - d. Will be reassigned under the AFSCME Local 2191 Healthcare Coverage beginning May 1, 2018.
  - e. Will have all other terms and conditions of the Contract with AFSCME Local 2191 become effective April 22, 2018.
5. Prevention Coordinators will be added into the Contract under Article 16.12(B) Alcohol and Drug Abuse Program limited to the following terms and conditions:

The scheduling for Prevention Coordinators may require alternative hours, which may include but are not limited to:

Four (4) nine (9) hour days and one (1) four (4) hour day  
Four (4) nine and one-half (9 1/2) hour days and one (1) two (2) hour day  
Four (4) ten (10) hour days  
Two (2) eight (8) hour days (2) twelve (12) hour days  
Five (5) eight (8) hour days

This MOU may be terminated by either party with thirty (30) days prior written notice to the other party.

FOR THE CITY:

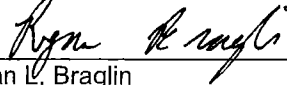
  
Mysheika W. Roberts, M.D., M.P.H.  
Health Commissioner

5/11/18  
Date

  
Nichole M. Brandon  
Human Resources Director

5/16/18

FOR THE UNION:

  
Ryan L. Braglin  
Staff Representative, Ohio Council 8

5/9/18  
Date

  
Jamie Shumaker  
President, AFSCME Local 2191

5/9/18

## Attachment A

## APPENDIX A – CORRELATION OF JOB CLASSIFICATION TO PAY GRADES

Local 2191  
April 1, 2017

| <u>Job Code</u> | <u>Classifications</u>                                 | <u>Pay Grade</u> |
|-----------------|--|------------------|
| 1565            | Alcohol & Drug Abuse Counselor                         | 72               |
| <b>1561</b>     | <b>Alcohol &amp; Drug Abuse Prevention Coordinator</b> | <b>72</b>        |
| 3494            | Building Maintenance Worker                            | 68               |
| 1295            | Cashier I  | 64               |
| 1296            | Cashier II   | 66               |
| 1578            | Dental Assistant                                       | 67               |
| 1584            | Dental Hygienist                                       | 79               |
| 1482            | Dietitian  | 74               |
| 1486            | Dietetic Technician                                    | 68               |
| 1826            | Disease Intervention Specialist I                      | 70               |
| 1825            | Disease Intervention Specialist II                     | 74               |
| 1765            | Employee Assistance Counselor                          | 76               |
| 1232            | Fiscal Assistant I                                     | 66               |
| 1233            | Fiscal Assistant II                                    | 67               |
| 0853            | Health Information Technician                          | 65               |
| 3682            | Laborer  | 63               |
| 0411            | Mail Clerk   | 62               |
| 1615            | Medical Assistant                                      | 67               |
| 1952            | Medical Technologist                                   | 74               |
| 0407            | Office Assistant I                                     | 64               |
| 0408            | Office Assistant II                                    | 66               |
| 0406            | Office Support Clerk                                   | 62               |
| 3112            | Outreach Worker  | 65               |
| 1630            | Practical Nurse  | 71               |
| 1639            | Public Health Nurse                                    | 79               |
| 1755            | Public Health Peer Advocate                            | 62               |
| 1828            | Public Health Sanitarian Aide                          | 67               |
| 1831            | Public Health Sanitarian In-Training                   | 70               |
| 1832            | Public Health Sanitarian I                             | 73               |
| 1833            | Public Health Sanitarian II                            | 74               |
| 1716            | Safety Program Technician                              | 72               |
| 1329            | Storekeeper  | 64               |
| 1330            | Senior Storekeeper                                     | 71               |
| 1767            | Social Worker  | 74               |

3111 Supportive Services Advisor

65

| <u>Job Code</u> | <u>Classifications</u>   | <u>Pay Grade</u> |
|-----------------|--|------------------|
| 1234            | Accountant I   | N/A              |
| 1230            | Account Clerk  | N/A              |
| 1231            | Account Clerk II   | N/A              |
| 1566            | Alcoholism Control Officer I   | N/A              |
| 1567            | Alcoholism Control Officer II  | N/A              |
|                 | Alcoholism Occupational Consultant                                     | N/A              |
| 0410            | Automatic Data Processing Coordinator<br>(Women, Infants and Children) | N/A              |
| 0529            | Bookkeeping Machine Operator II  | N/A              |
| 0430            | Clerk I  | N/A              |
| 0431            | Clerk II   | N/A              |
| 0432            | Clerk III  | N/A              |
| 0557            | Clerk Specialist   | N/A              |
| 3529            | Custodial Supervisor   | N/A              |
| 3528            | Custodial Supervisor I   | N/A              |
| 3525            | Custodial Worker   | N/A              |
| 0554            | Data Entry Operator  | N/A              |
| 0556            | Data Entry Operator II   | N/A              |
| 0578            | Data Processing Programmer Trainee                                     | N/A              |
|                 | Dental Health Educator   | N/A              |
| 0628            | Duplicating Machines Operator II                                       | N/A              |
|                 | Groundskeeper I  | N/A              |
|                 | Groundskeeper II   | N/A              |
| 1623            | Home Health Aide   | N/A              |
| 1625            | Homemaker  | N/A              |
| 0546            | Information Systems Technician   | N/A              |
| 1971            | Laboratory Assistant   | N/A              |
| 0936            | Mail Handler I   | N/A              |
| 0937            | Mail Handler II  | N/A              |
| 3515            | Maintenance Carpenter  | N/A              |
| 3720            | Maintenance Painter  | N/A              |
| 0815            | Medical Services Reimbursement Specialist                              | N/A              |
|                 | Medicare Field Representative  | N/A              |
| 0450            | Messenger  | N/A              |
| 1480            | Nutrition Assistant  | N/A              |
| 1482            | Nutritionist   | N/A              |
|                 | Outreach Worker II   | N/A              |
| 1290            | Payroll Clerk I  | N/A              |
| 1677            | Physician Extender I   | N/A              |
|                 | Physician Extender II  | N/A              |
| 0629            | Print Services Specialist  | N/A              |

|                        |  |                         |
|------------------------|--|-------------------------|
| 0627                   | Print Services Technician  | N/A                     |
| 1637                   | Professional Nurse   | N/A                     |
| <b><u>Job Code</u></b> | <b><u>Classifications</u></b>                                    | <b><u>Pay Grade</u></b> |
|                        | Public Health Laboratory Technologist I                          | N/A                     |
|                        | Public Health Laboratory Technologist II                         | N/A                     |
| 1644                   | Public Health Nurse Assistant Supervisor                         | N/A                     |
| 1640                   | Public Health Nurse Specialist                                   | N/A                     |
| 1641                   | Public Health Nurse Intake Coordinator                           | N/A                     |
| 1756                   | Public Health Occupational Therapist                             | N/A                     |
|                        | Public Health Occupational Therapist I                           | N/A                     |
|                        | Public Health Occupational Therapist II                          | N/A                     |
| 1752                   | Public Health Physical Therapist                                 | N/A                     |
| 1754                   | Public Health Therapy Assistant                                  | N/A                     |
|                        | Public Health Physical Therapist I                               | N/A                     |
|                        | Public Health Physical Therapist II                              | N/A                     |
|                        | Public Health Rehabilitation Assistant Supervisor                | N/A                     |
|                        | Public Health Sanitarian Aide II (Vector Control)                | N/A                     |
|                        | Public Health Sanitarian Aide (Water)                            | N/A                     |
|                        | Public Health Social Work Coordinator                            | N/A                     |
| 1760                   | Public Health Speech/Language Pathologist                        | N/A                     |
|                        | Public Health Speech/Language Pathologist I                      | N/A                     |
|                        | Public Health Speech/Language Pathologist II                     | N/A                     |
| 0795                   | Public Receptionist  | N/A                     |
| 0467                   | Receptionist Secretary   | N/A                     |
| 3538                   | Security Specialist  | N/A                     |
|                        | Sexually Transmissible Disease Control Program Representative I  | N/A                     |
|                        | Sexually Transmissible Disease Control Program Representative II | N/A                     |
| 0476                   | Stenographer   | N/A                     |
| 1328                   | Storekeeper I  | N/A                     |
| 1328                   | Storekeeper II   | N/A                     |
|                        | Storekeeper III  | N/A                     |
| 0781                   | Student Intern I   | N/A                     |
| 0782                   | Student Intern II  | N/A                     |
| 3680                   | Summer Worker  | N/A                     |
| 0624                   | Telephone Operator   | N/A                     |
| 3503                   | Trades Helper (Buildings)  | N/A                     |
| 0464                   | Typist-Clerk   | N/A                     |
| 0465                   | Typist Clerk III   | N/A                     |
| 0926                   | Youth Work Trainee   | N/A                     |

N/A – classification is not relevant to the bargaining unit because of classification abolishment or retitlement through the Civil Service Commission.